



Virginia Department of Rail and Public Transportation  
2024 Diversity, Opportunity, and Inclusion Plan

**Goal 1: Attract, develop and retain a diverse and engaged workforce focused on customer service.**

Recruit and retain an accomplished workforce by increasing awareness of employment opportunities.

***Objective 1:***

Continue to focus on applicant access to the hiring process to ensure managers receive competitive and diverse applicant pools for posted vacancies.

***Objective 2:***

Continue to focus on retention of existing staff to ensure continuity of operations.

***Objective 3:***

Continue to encourage employees to develop and expand their skill sets through continuing education and training opportunities.

**Goal 2: Foster a Culture of Innovation**

Embrace change and ensure diverse opinions are welcomed when seeking out new ways to streamline processes or implement new ideas.

***Objective 1:***

Challenge employees to identify areas of opportunity and help guide productive discussions that embrace diverse opinions.

***Objective 2:***

Continue to welcome Virginia Management Fellows.

***Objective 3:***

Continue to welcome interns.



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**Goal 3: Cultivate a culture of One DRPT**

Continue to welcome and celebrate employees

***Objective 1:***

Refine the agency's comprehensive onboarding program that warmly welcomes and properly orients new hires.

***Objective 2:***

Continue to plan engaging and educational all-hands meetings.

***Objective 3:***

Continue to engage all employees in the execution of the agency's strategic plan.